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ABSTRACT

This staff report presents data on black faculty employment in the tenure program of the Kentucky state university system and the employment patterns of the state-supported institutions of higher learning. Among the findings are the following: (1) the total number of blacks teaching in the tenure system rose to 131 in 1987, reversing a 6-year decline; this, however, brought the total to 4 fewer than in 1975; (2) total blacks teaching in the tenure system in 1987 represented 2.6 percent of the total faculty; (3) 11 more blacks taught at traditionally white institutions in 1987 than in 1985; and (4) Western State University had the lowest rate of employing black faculty with blacks making up just 0.8 percent of its faculty. Overall, the report shows that Kentucky's state-supported universities and community colleges made modest gains in the employment of black faculty members between 1985 and 1987. The traditionally white universities in Kentucky are viewed as still quite distant from their objective of meeting the state desegregation plan goal of black faculty comprising at least 3.8 percent of the total faculty. Each university currently operates under its own desegregation plan, but goals for black employment are often vague. Even when goals are clearly established, the institutions have consistently fallen short of meeting them. (GLR)

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Kentucky Universities Gain Eight Black Professors in 1987 Reversing Six-Year Decline

Most Traditionally White Schools Gain Blacks; Western Only School To Lose Blacks

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Staff Report 88-6
Kentucky Commission on Human Rights
832 Capital Plaza Tower
Frankfort, Kentucky 40601

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HIGHLIGHTS

1. Eight more blacks taught at Kentucky's state universities and community colleges in 1987 than in 1985, the first gain in overall black faculty employment since 1979.

2. The total number of blacks teaching in the tenure system rose to 131 in 1987--four fewer than in 1975. The 131 blacks accounted for 2.6 percent of all tenure system faculty members, 0.3 percent less than in 1975 when blacks made up 2.9 percent of the tenure system faculty.

3. Eleven more blacks taught at traditionally white institutions in 1987 than in 1985, bringing the number of black professors at those schools up to 101. The black percentage of faculty members at traditionally white institutions rose 0.3 percent over the two-year period, from 1.8 percent in 1985 to 2.1 percent in 1987.

4. Western Kentucky University lost one black faculty member between 1985 and 1987, the only traditionally white university to lose a black professor. The number of blacks in teaching positions at UK and Eastern Kentucky University remained unchanged between 1985 and 1987.

5. Murray State University gained five black professors between 1985 and 1987. The community college system, U of L and Morehead State each added two black faculty members over the two-year period. Northern Kentucky University gained one black professor.

6. Western Kentucky University was the worst black faculty employer in the state system with blacks making up just 0.8 percent of its faculty.

7. Three fewer blacks taught at Kentucky State University in 1987 than in 1985. Thirty blacks made up 30.9 percent of the faculty at KSU in 1987, a decrease from 34.4 percent in 1985.

8. Twenty-four blacks were newly hired as faculty members during the 1987 reporting period at state universities and community colleges--an improvement from 13 in 1985. The 24 blacks hired during the 1987 reporting period accounted for 5.8 percent of all new-hires--the highest percentage recorded between 1977 and 1987.

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PREFACE

This staff report was prepared from copies of the Equal Employment Opportunity Commission survey form "Higher Education Staff Information (EEO-6)," supplied to the Kentucky Commission on Human Rights by the state universities and the Council on Higher Education for 1977, 1979, 1981, 1983, 1985 and 1987. Equal Employment Opoortunity regulations instruct the universities to report on staff as of the "payroll period closest to October 1 of the survey year."

This is the sixth report on black faculty employment in the tenure program of the state university system and the thirteenth in a series analyzing employment patters of the state-supported institutions of higher learning. All numbers in the report refer to the number of faculty members within the tenure system, unless specifically denoted as being outside the tenure system. The tenure system is made up of positions with tenure and positions without tenure but on track for tenure. (For further explanation of the tenure system, see the definitions in Appendix B). Some university employees classified as executives, administrators and managers hold tenure and teach classes, but because their primary duties are administrative or managerial, they are not included in tenure system statistics on the EEO-6 form and are not reflected in tenure system numbers in this report.

The Council on Higher Education has provided revisions in data from past years and they have been incorporated in this report. A panel of institutional personnel directors established guidelines in 1981 to ensure that comparable EEO-6 data were being reported. As a result, data represented on the 1981 EEO-6 reports may not be comparable to previous reports.

The commission staff wishes to thank the Council on Higher Education and the state university presidents for providing data used in this report.

BLACKS MAKE GAINS IN FACULTY EMPLOYMENT--BUT NOT ENOUGH TO OFFSET 1985 LOSSES

Kentucky state universities and community colleges employed a slightly higher number of blacks in faculty positions in 1987, reversing six years of declines. However, the gains were not nearly enough to offset substantial losses over the last three bienniums that led to a record low number of black professors in 1985.

Eight additional blacks taught in the tenure system at state universities and community colleges in 1987 than in 1985--either in tenured or non-tenured on track positions. One hundred thirty-one blacks worked as tenure system faculty in 1987, compared to 123 in 1985. The 1987 total was still four fewer than in 1975, the first year statistics were kept, when 135 blacks were employed in the tenure system at state universities and community colleges.

The 131 blacks made up 2.6 percent of all tenure system faculty in 1987, an increase of 0.2 percent from the 2.4 percent recorded in 1985 but a decrease of 0.3 percent from 1975, when 2.9 percent of all tenure system jobs were held by blacks.

At traditionally white institutions*, there were 11 more black professors in 1987 than in 1985. There were 101 black faculty members at those schools in 1987, an increase from 90 in 1985 and 39 more than the 62 recorded in 1975. The 1987 total was the largest number for any biennium over the 12-year period, although 100 blacks were working in tenure system positions in 1981 and 1983. Overall, the number of blacks in tenure system jobs at traditionally white schools has fluctuated, from 62 in 1975, 78 in 1977, 87 in 1979, 100 in 1981 and 1983, 90 in 1985 and 101 in 1987.

The 101 blacks in the tenure system at traditionally white institutions in 1987 made up 2.1 percent of all tenure system faculty, an increase from 1.8 percent in 1985. The total was also better than the 1.4 percent reported in 1975.

None of the traditionally white universities has yet reached a 5.0 percent level of black faculty employment. The highest rate in 1987 at a four-year school was 2.4 percent at the University of Louisville and Murray State University. The lowest rate, 0.8 percent, was recorded by Western Kentucky University. The community college system reached 5.3 percent in 1981 and 5.0 percent in 1983.

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*The traditionally white institutions are the University of Kentucky, University of Kentucky Community College System, University of Louisville, Eastern Kentucky University, Morehead State University, Murray State University, Northern Kentucky University and Western Kentucky University.

Graph A
Percentage of Black Faculty at Traditionally White Institutions and Kentucky State 1977 - 1987

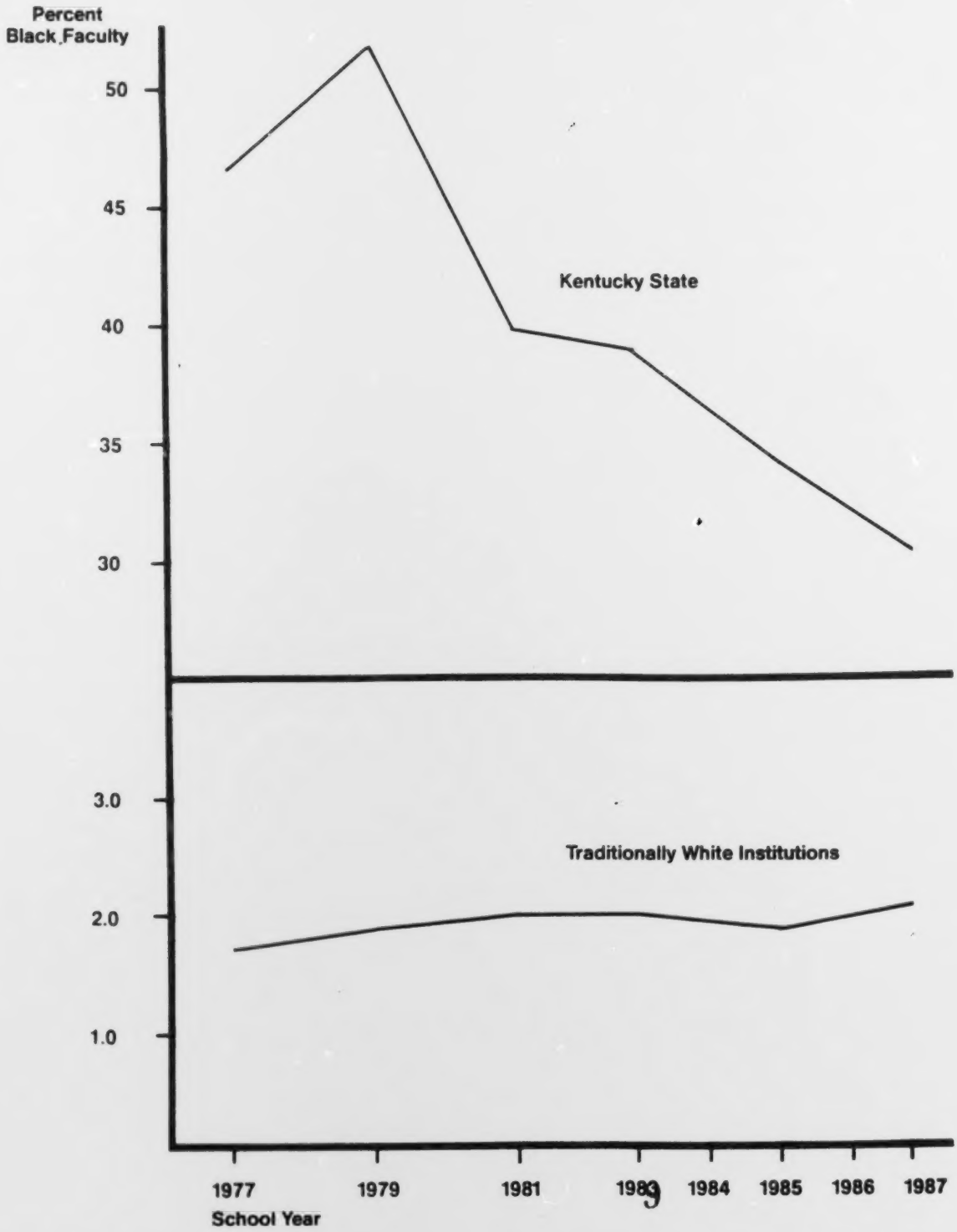

TABLE A

Number and Percent of Black Faculty in the Tenure System
of State Supported Universities, 1975-1987*

	1975			1977			1979			1981			1983			1985			1987			Change	Change
	Black	Total	% Blk	Black	Total	% Blk	Black	Total	% Blk	Black	Total	% Blk	Black	Total	% Blk	Black	Total	% Blk	Black	Total	% Blk	75-87	85-87
UK	13	1416	0.9	11	1488	0.7	21	1492	1.4	25	1511	1.7	23	1504	1.5	22	1485	1.5	22	1485	1.5	+0.6	0.0
CC	10	447	2.2	19	546	3.5	24	566	4.2	32	602	5.3	32	637	5.0	30	682	4.4	32	719	4.4	+2.2	0.0
UL	19	720	2.6	19	792	2.4	15	821	1.8	21	816	2.6	21	822	2.6	19	858	2.2	21	872	2.4	-0.2	+0.2
EKU	7	519	1.3	6	520	1.2	3	577	0.5	5	596	0.8	6	588	1.0	6	601	1.0	6	569	1.0	-0.3	0.0
MORE.	5	339	1.5	4	336	1.2	2	336	0.6	2	287	0.7	2	253	0.8	2	259	0.8	4	256	1.6	+0.1	+0.8
MURR.	1	339	0.3	13	405	3.2	14	405	3.5	6	380	1.6	7	386	1.8	3	332	0.9	8	329	2.4	+2.1	+1.5
NKU	1	150	0.7	1	191	0.5	3	204	1.5	4	229	1.7	1	228	0.4	3	256	1.2	4	250	1.6	+0.9	+0.4
WKU	6	538	1.1	5	557	0.9	5	492	1.0	5	526	1.0	8	515	1.6	5	494	1.0	4	475	0.8	-0.3	-0.2
Sub-totl	62	4468	1.4	78	4835	1.6	87	4893	1.8	100	4947	2.0	100	4933	2.0	90	4967	1.8	101	4955	2.1	+0.7	+0.3
KSU	73	146	50.0	68	146	46.6	68	131	51.9	41	103	39.8	35	91	38.5	33	96	34.4	30	97	30.9	-19.1	-3.5
Totl	135	4614	2.9	146	4981	2.9	155	5024	3.1	141	5050	2.8	135	5024	2.7	123	5063	2.4	131	5052	2.6	-0.3	+0.2

*The data in this table reflect Tenured and Non-Tenured on Track Faculty.

Source: EEO-6 survey, "Higher Education Staff Information" (1975, 1977, 1979, 1981, 1983, 1985, 1987).

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Gains in black faculty occured at U of L, Morehead, Murray, Northern and the community colleges in 1987. Western lost one black professor over the two-year period while UK and Eastern reported the same number of black faculty in the tenure system as in 1985.

BLACKS MAKE NO GAINS IN TENURED POSITIONS

Blacks made no gains in the number of tenured faculty positions they held between 1985 and 1987. Seventy black professors held tenure in the state university system both years. The percentage of tenured black faculty dropped from 2.0 percent in 1985 to 1.8 percent in 1987 because the total number of educators with tenure at state universities and community colleges increased from 3,532 in 1985 to 3,927 in 1987.

However, eight additional blacks gained tenure between 1985 and 1987 at the traditionally white schools. Kentucky State University, the traditionally black institution, lost eight black tenured faculty members over the two-year period. The increase of eight raised the percentage of black faculty with tenure at the traditionally white institutions to 1.4 percent in 1987 from 1.3 percent in 1985.

BLACKS GAIN EIGHT ON-TRACK POSITIONS

Eight additional blacks held non-tenured on track positions in the state university system in 1987 than in 1985. Sixty-one blacks worked in tenure-track posts in 1987, compared to 53 in 1985. Blacks accounted for 4.3 percent of all tenure-track positions in 1987--up from 3.5 percent in 1985. The highest percentage of blacks ever reported in those jobs, 4.4 percent, occured in 1981 and the figure for 1987 was the second highest percentage on record. Eighty-three blacks held tenure-track jobs in 1975.

Graph B
Percentage of Black Faculty by Tenure Status at Traditionally White Institutions and Total University System 1977 - 1987

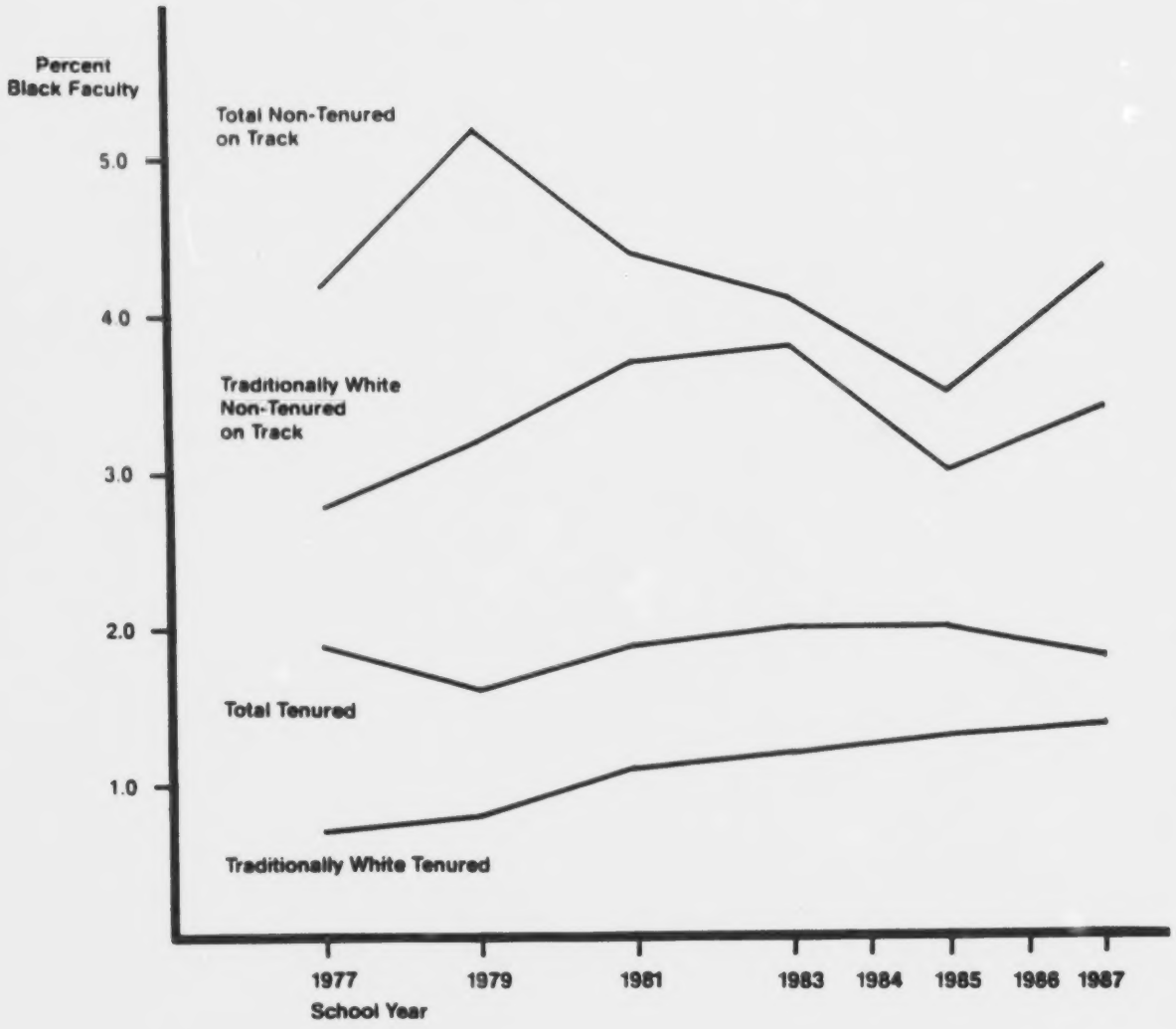

TABLE 8

Number and Percent Black Faculty of Total Tenured, Non-Tenured on Track, and Other Faculty for State Universities 1977-1987

TENURED

	1975			1977			1979			1981			1983			1985			1987		
	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk
UK	5	906	0.6	4	952	0.4	4	952	0.4	6	997	0.6	7	1035	0.7	8	1069	0.8	11	1111	1.0
CC	1	189	0.5	2	236	0.8	4	268	1.5	8	301	2.7	9	335	2.7	14	364	3.9	17	405	4.2
UL	2	327	0.6	8	484	1.7	8	485	1.6	10	504	2.0	11	570	1.9	11	604	1.8	12	631	1.9
EKU	4	315	1.3	4	344	1.2	3	397	0.8	4	426	0.9	4	437	0.9	4	439	0.9	4	436	0.9
MORE.	2	172	1.2	2	182	1.1	2	196	1.0	2	189	1.1	2	183	1.1	2	199	1.0	2	196	1.0
MURR.	0	182	0.0	0	166	0.0	0	179	0.0	1	206	0.5	3	217	1.4	3	224	1.4	3	223	1.3
NKU	0	54	0.0	0	93	0.0	1	98	1.0	1	129	0.8	0	130	0.0	2	183	1.1	3	193	1.5
WKU	2	294	0.7	0	280	0.0	0	317	0.0	1	379	0.3	2	391	0.5	2	397	0.5	2	383	0.5
Subtotl	16	2439	0.7	20	2737	0.7	22	2892	0.8	33	3127	1.1	38	3298	1.2	46	3479	1.3	54	3875	1.4
KSU	36	49	73.5	34	51	66.7	24	42	57.1	26	51	51.0	28	51	54.9	24	53	45.3	16	52	30.8
Totl	52	2488	2.1	54	2788	1.9	46	2934	1.6	59	3178	1.9	66	3349	2.0	70	3532	2.0	70	3927	1.8

NON-TENURED ON TRACK

	1975			1977			1979			1981			1983			1985			1987		
	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk
UK	8	510	1.6	7	536	1.3	17	540	3.1	19	514	3.7	16	469	3.4	14	416	3.4	11	374	2.9
CC	9	258	3.5	17	310	5.5	20	298	6.7	24	301	8.0	23	302	7.6	16	318	5.0	15	314	4.8
UL	17	393	4.3	11	308	3.6	7	336	2.1	11	312	3.5	10	252	4.0	8	254	3.2	9	241	3.7
EKU	3	204	1.5	2	176	1.1	0	180	0.0	1	170	0.6	2	151	1.3	2	162	1.2	2	133	1.5
MORE.	3	167	1.8	2	154	1.3	0	140	0.0	0	98	0.0	0	70	0.0	0	60	0.0	2	60	3.3
MURR.	1	157	0.6	13	239	5.4	14	226	6.2	5	174	2.9	4	169	2.4	0	108	0.0	5	106	4.7
NKU	1	96	1.0	1	98	1.0	2	106	1.9	3	104	2.9	1	98	1.0	1	73	1.4	1	57	1.7
WKU	4	244	1.6	5	277	1.8	5	175	2.9	4	147	2.7	6	124	4.8	3	97	3.1	2	92	2.2
Subtotl	46	2029	2.3	58	2098	2.8	65	2001	3.2	67	1820	3.7	62	1635	3.8	44	1488	3.0	47	1377	3.4
KSU	37	97	38.1	34	95	35.8	-	-	-*	15	52	28.8	7	40	17.5	9	43	20.9	14	45	31.1
Totl	83	2126	3.9	92	2193	4.2	65	2001	3.2	82	1872	4.4	69	1675	4.1	53	1531	3.5	61	1422	4.3

OTHER

	1975			1977			1979			1981			1983			1985			1987		
	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk
UK	-	-	-	-	-	-	-	-	-	0	13	0.0	0	8	0.0	0	22	0.0	0	35	0.0
CC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	24	16.7
UL	-	-	-	1	80	1.2	3	89	3.4	1	109	0.9	4	124	3.2	3	124	2.4	7	125	5.6
EKU	0	9	0.0	4	64	6.3	3	92	3.3	1	76	1.3	2	87	2.3	0	54	0.0	1	59	1.7
MORE.	0	1	0.0	-	-	-	-	-	-	0	5	0.0	1	44	2.3	0	37	0.0	0	34	0.0
MURR.	0	9	0.0	-	-	-	-	-	-	-	-	-	1	5	20.0	2	51	3.9	1	42	2.4
NKU	0	10	0.0	0	13	0.0	1	53	1.9	0	30	0.0	0	39	0.0	1	30	3.3	2	53	3.8
WKU	-	-	-	1	22	4.5	5	113	4.4	3	47	6.4	2	35	5.7	2	33	6.1	6	53	11.3
Subtotl	0	29	0.0	6	179	3.4	12	347	3.5	5	280	1.8	10	342	2.9	8	351	2.3	21	425	4.9
KSU	-	-	-	-	-	-	44	89	49.4*	5	8	62.5	1	10	10.0	4	20	20.0	2	19	10.5
TOTAL	0	29	0.0	6	179	3.4	56	436	12.8	10	288	3.5	11	352	3.1	12	371	3.2	22	444	4.9

*The faculty tenure program was suspended at KSU as of July 13, 1978, but was reinstated prior to filing of the 1981 EEO6 report. Non-tenured faculty in 1979 were reported as "Other" faculty, and that figure has been listed in 1979 for comparative purposes.

Source: EEO-6 survey, "Higher Education Staff Information" (1977, 1979, 1981, 1983, 1985, 1987).

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At the traditionally white institutions, three additional blacks worked in non-tenured on track positions in 1987 than in 1985. The 47 blacks in those jobs in 1987 made up 3.4 percent of the total 1,377 professors. Forty-four blacks in 1985 accounted for 3.0 percent of the total. In 1975, 46 blacks held 2.3 percent of the tenure-track positions at traditionally white schools and increases have occured every biennium except for 1985, when the number of black tenure-track faculty declined by 0.8 percent.

MOST INSTITUTIONS REPORT GAINS

Five of the eight traditionally white institutions added black faculty members between 1985 and 1987. Gains were reported at U of L, Morehead, Murray, Northern and the community college system.

Murray State posted the largest numerical and percentage gain, adding five black professors over the two-year period. Murray had eight black faculty members in 1987 compared to three in 1985. Blacks made up 2.4 percent of the faculty at Murray in 1987, an improvement from 0.9 percent in 1985, but still far short of the 3.2 percent level Murray reported in 1977 when the university had 13 black professors.

The second largest percentage gain occured at Morehead State. Morehead had four black faculty members in 1987, two more than in 1985, accounting for 1.6 percent of its total faculty. The University of Louisville gained two black professors over the two-year period, bringing its total to 21--up from 19 in 1985. The two additional black faculty members at U of L increased the university's percentage of blacks to 2.4 percent in 1987 from 2.2 percent in 1985.

The community colleges also added two black professors between 1985 and 1987, increasing their total to 32. The percentage of black faculty at the community colleges remained unchanged at 4.4 percent. However, the community colleges still recorded the highest percentage of black faculty in Kentucky's higher education system. Northern Kentucky University gained one additional black faculty member between 1985 and 1987, bringing its total to four and increasing the percentage of blacks on the faculty at Northern from 1.2 percent in 1985 to 1.6 percent in 1987.

UK AND EASTERN UNCHANGED

The University of Kentucky and Eastern Kentucky University reported the same number and percentage of black faculty in 1987 as in 1985.

UK employed 22 black professors in 1987--1.5 percent of the university's total 1,485 faculty members--the same number and percentage as in 1985. In 1975, 0.9 percent of UK's faculty was black. The largest percentage of black professors ever employed at UK was 1.7 percent in 1981 when the institution had 25 black faculty members.

Six black professors were employed by Eastern in 1987, making up 1.0 percent of the total 569 faculty members. EKU also had six black professors in 1985 accounting for the same percentage of its total faculty. In 1975, 1.5 percent of Eastern's faculty was black and the university has not exceeded 1.0 percent since 1977, when 1.3 percent of its faculty was black.

LOSS OF ONE BLACK OCCURS AT WESTERN

The only traditionally white institution to lose black faculty between 1985 and 1987 was Western Kentucky University. Four blacks were on the faculty at WKU in 1987--a decline of one from 1985 when Western had five black professors. The four blacks accounted for 0.8 percent of Western's total faculty in 1987. In 1975, six blacks made up 1.1 percent of Western's faculty.

KENTUCKY STATE REPORTS DECLINE OF THREE BLACK PROFESSORS

Three fewer blacks taught in the tenure system at Kentucky State University in 1987 than in 1985. Thirty blacks accounted for 30.9 percent of KSU's faculty in 1987, a decrease from 34.4 percent in 1985 and the lowest percentage ever recorded at Kentucky State.

Kentucky State has achieved a racial balance in the makeup of its faculty. In 1975, 73 blacks made up 50.0 percent of the tenure system faculty at KSU.

However, the rate of gain of black faculty at the traditionally white schools has been far below the rate of decline at KSU, the state's traditionally black institution. Since 1975, Kentucky State has reduced its number of black professors by 43, from 73 to 30, while a net gain of only 39 has occured at the traditionally white schools since 1975, from 62 to 101.

COMMUNITY COLLEGES BEST OVER 10 YEARS

The community college system made the largest numerical gain in black faculty over the last 10 years. Thirteen additional black faculty members were added to the system between 1977 and 1987, increasing the number of black professors from 19 to 32. The traditionally white institutions had a net gain of 23 black professors over the 10-year period and 56.5 percent of them were employed by community colleges.

Excluding the community colleges, the traditionally white universities had a net gain of 10 black faculty members between 1977 and 1987. In 1977, 1.4 percent of the faculty at traditionally white schools excluding community colleges was black while 1.7 percent of the faculty members at those institutions were black in 1987. The total number of professors at the traditionally white universities declined by 136 over the 10-year period, from 4,289 in 1977 to 4,153 in 1987.

Among the four-year institutions, UK had the best record over 10 years, gaining 11 black professors. In 1977, 11 blacks made up 0.7 percent of UK's total 1,488 faculty members. In 1987, 22 blacks accounted for 1.5 percent of the university's 1,485 faculty members.

STATE UNIVERSITIES FAIL TO MEET BLACK EMPLOYMENT GOALS

All of Kentucky's state universities failed to meet black faculty employment goals included in the state university desegregation plan between 1985 and 1987. The state higher education system was declared out-of-compliance with federal civil rights laws in 1981, and a commitment was made to correct past inequities. While small improvements have been made at most institutions in the last two years, many additional black professors are still needed.

Black faculty hiring goals at most state universities are not specific enough, and even at the few institutions where they are clearly spelled out, the goals have never been achieved.

Kentucky's higher education desegregation plan frequently cites 3.8 percent as the available level of black faculty. When measured against that standard, all of the four-year institutions in the state still have a long way to go.

The universities collectively will have to hire 90 additional black professors. In 1987, UK fell 34 blacks short of the 56 needed to attain a 3.8 percent black faculty. U of L needed 12 more black professors to reach 3.8 percent. Eastern would have to nearly triple its black faculty from six to 22 to equal 3.8 percent. Six additional blacks would have to be hired at Morehead for the university's faculty to be 3.8 percent black. Murray was five blacks short of reaching 3.8 percent in 1987. Northern would have to hire six blacks to achieve a 3.8 percent black faculty, while Western would have to hire 11.

BLACK NEW-HIRE RATE UP IN 1987

Twenty-four blacks were newly hired as faculty members at Kentucky state universities and community colleges during the 1987 new-hire reporting period*, an improvement over 13 hired in 1985. Those black professors accounted for the highest number on record at Kentucky institutions. The 24 blacks made up 5.8 percent of all new-hires.

All of the eight traditionally white institutions hired at least one black professor during the 1987 reporting period. A total of 21 blacks were hired at the formerly white schools, accounting for 5.3 percent of all faculty new-hires in 1987--the highest percentage ever. Prior to 1987, the largest number of newly hired black faculty was 21, reported in 1979.

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*All full-time faculty members hired between July 1 and September 30 of the reporting year.

The University of Kentucky hired three black faculty members during the 1987 reporting period. They made up 4.1 percent of UK's 74 new-hires--a decrease from five black professors hired in 1985, that made up 4.7 percent of the university's 107 new-hires. The largest number and percentage of newly hired black professors ever reported at UK occured in 1979, when the institution had eight blacks among 114 new-hires for 7.0 percent.

The community colleges had six blacks among 105 newly hired faculty members, the largest number at any of the traditionally white institutions. Those black professors accounted for 5.7 percent of all the faculty new-hires in the community college system. The only time the community colleges did better was in 1979, when six blacks made up 8.7 percent of the newly hired faculty members and 1981, when five blacks made up 9.3 percent of the 54 new-hires at community colleges.

Five black professors were hired at the University of Louisville during the 1987 reporting period. They accounted for 6.4 percent of the 78 new-hires at U of L--marking the largest number and percentage of black faculty new-hires at the university since 1981, when five blacks accounted for 7.5 percent of the 67 newly hired professors.

Morehead State and Eastern Kentucky each added one black among their newly hired professors in 1987 for black new hire rates of 4.8 amd 3.2 percent respectively. Neither institution hired any black faculty members during the 1985 reporting period, and 1987 marked the first black new-hire for Morehead since at least 1977.

Murray State University had the highest black new-hire rate of any traditionally white institution during the 1987 reporting period. Murray hired three black professors--10.7 percent of its total 28 new-hires. The 1987 rate was by far the highest ever recorded for Murray, which hired no black professors in 1985. Murray State hired four blacks in 1977 and 1979.

The two remaining traditionally white institutions, Northern and Western, each hired one black professor during the 1987 reporting period. The newly hired black at Northern accounted for 3.7 percent of all the university's new-hires in 1987, while the newly hired black professor at Western accounted for 3.0 percent of the total new-hires. WKU hired four blacks among 31 total new-hires in 1983 for 12.9 percent--the highest number and percentage for the university since at least 1977. Western hired two black professors in 1977, one in 1979 and none in 1981.

Kentucky State hired three black faculty members in 1987. The black professors hired by KSU in 1987 accounted for 21.4 percent of the total nine new-hires. In 1985, the two black new-hires at Kentucky State made up 40.0 percent of the five newly hired faculty members.

KSU hired one black among six new faculty members in 1981, the smallest number of blacks ever hired during a reporting period at the traditionally black school. Six black professors were hired among 14 total in 1979 for the largest number of new black faculty members added during a reporting period at Kentucky State.

TABLE C

Number and Percent of Blacks Among
Total Faculty New Hires,* 1977-1987

	1977			1979			1981			1983			1985			1987		
	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk	Blk	Totl	% Blk
University of Kentucky	3	124	2.4	8	114	7.0	2	96	2.1	2	101	2.0	5	107	4.7	3	74	4.1
Community Colleges	2	78	2.6	6	69	8.7	5	54	9.3	3	92	3.3	3	74	4.1	6	105	5.7
University of Louisville	2	71	2.8	0	81	0.0	5	67	7.5	2	52	3.8	3	70	4.3	5	78	6.4
Eastern	1	55	1.8	1	79	1.3	0	48	0.0	1	63	1.6	0	43	0.0	1	31	3.2
Morehead	0	5	0.0	0	50	0.0	0	31	0.0	0	23	0.0	0	21	0.0	1	21	4.8
Murray	4	62	6.5	4	53	7.5	0	40	0.0	2	41	4.9	0	44	0.0	3	28	10.7
Northern	1	15	6.7	1	56	1.8	0	17	0.0	0	29	0.0	0	13	0.0	1	27	3.7
Western	2	62	3.2	1	44	2.3	0	24	0.0	4	31	12.9	0	26	0.0	1	33	3.0
Subtotal	14	468	3.0	21	546	3.8	12	377	3.2	14	432	3.2	11	398	2.8	21	397	5.3
Kentucky State University	3	17	17.6	6	14	42.9	1	5	20.0	3	13	23.1	2	5	40.0	3	14	21.4
Total	17	485	3.5	27	560	4.8	13	382	3.4	17	445	3.8	13	403	3.2	24	411	5.8

*New hire data reported on the EEO-6 forms cover only the period between July 1 and September 30 of the reported year.

Source: EEO-6 survey, "Higher Education Staff Information (1977, 1979, 1981, 1983, 1985, 1987).

UNIVERSITY OF KENTUCKY

Twenty-two blacks taught in the University of Kentucky tenure system in 1987, making up 1.5 percent of the tenure system faculty, the same number and percentage as in 1985. The largest number and percentage of blacks ever to teach in the UK tenure system occured in 1981, when 25 blacks accounted for 1.7 percent of the total faculty.

UK and Morehead State tied for the third worst percentage of tenured black professors among the traditionally white universities at 1.0 percent in 1987. Eleven blacks worked among 1,111 tenured faculty members at UK, an increase from eight in 1985. In 1975, five blacks made up 0.6 percent of UK's tenured faculty. By contrast, 43 Asian or Pacific Islanders accounted for 3.9 percent of UK's tenured faculty in 1987, compared to 11 and 1.2 percent in 1975.

The University of Kentucky reached the 1.0 percent level for tenured black faculty for the first time in 1987.

The number of black non-tenured on track professors at UK declined by three between 1985 and 1987, from 14 to 11. Blacks in non-tenured on track positions made up 2.9 percent of the professors in that category in 1987, down from 3.4 percent in 1985. UK had the fourth worst percentage of blacks in non-tenured on track positions among the traditionally white schools in 1987.

Since 1975, the number of black tenure-track professors at UK has fluctuated greatly from a low of seven in 1977 to a high of 19 in 1981 to 11 in 1987.

Three black faculty members were newly hired at UK during the 1987 reporting period, making up 4.1 percent of all new-hires.

TABLE D

UNIVERSITY OF KENTUCKY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	11	3	5	887	906
	0.0	1.2	0.3	0.6	97.9	
1977	0	33	3	4	912	952
	0.0	3.5	0.3	0.4	95.8	
1979	0	19	3	4	926	952
	0.0	2.0	0.3	0.4	97.3	
1981	1	22	3	6	965	997
	0.1	2.2	0.3	0.6	96.8	
1983	1	33	2	7	992	1035
	0.1	3.2	0.2	0.7	95.8	
1985	0	39	2	8	1020	1069
	0.0	3.7	0.2	0.8	95.4	
1987	0	43	2	11	1055	1111
	0.0	3.9	0.2	1.0	94.9	
Non-Tenured on Track Faculty						
1975	0	13	1	8	488	510
	0.0	2.5	0.2	1.6	95.7	
1977	0	19	1	7	509	536
	0.0	3.5	0.2	1.3	95.0	
1979	0	14	1	17	508	540
	0.0	2.6	0.2	3.1	94.1	
1981	0	27	2	19	466	514
	0.0	5.3	0.4	3.7	90.7	
1983	0	32	0	16	421	469
	0.0	6.8	0.0	3.4	89.8	
1985	0	24	2	14	376	416
	0.0	5.8	0.5	3.4	90.4	
1987	0	23	2	11	338	374
	0.0	6.1	0.5	2.9	90.4	
Other						
1981	0	3	0	0	10	13
	0.0	23.1	0.0	0.0	77.0	
1983	0	3	0	0	5	8
	0.0	37.5	0.0	0.0	62.5	
1985	0	1	0	0	21	22
	0.0	4.5	0.0	0.0	95.5	
1987	0	6	0	0	29	35
	0.0	17.1	0.0	0.0	82.9	
New Hires (7/1/87 to 9/30/87)	0	7	1	3	63	74
	0.0	9.5	1.4	4.1	85.1	

COMMUNITY COLLEGES

The University of Kentucky community college system employed the largest number and percentage of black professors of any of the traditionally white institutions in 1987. Thirty-two blacks made up 4.4 percent of the tenure system faculty--an improvement from 30 in 1985, when blacks also accounted for 4.4 percent of the faculty at community colleges. In 1975, 10 blacks made up 2.2 percent of the community college faculty and the institutions have made steady progress over the last 12 years.

Three additional blacks held tenure at the community colleges in 1987 than in 1985. Seventeen blacks made up 4.2 percent of the tenured professors in 1987, an improvement from 14 and 3.9 percent in 1985 and a large gain from 1975 when just one black accounted for 0.5 percent of the tenured faculty at community colleges.

Fifteen blacks made up 4.8 percent of the non-tenured on track faculty--a decline from 16 and 5.0 percent in 1985. The black percentage of the tenure-track faculty in 1975 was 3.5 percent, when nine blacks held those positions in the community college system. Since 1975, the number of blacks in non-tenured on track positions has fluctuated, reaching a high of 24 in 1981 and a low of 16 in 1985.

Four blacks taught in positions outside the tenure system in 1987, making up 16.7 percent of all faculty members in that category. The community colleges also hired six new black professors during the 1987 reporting period for a black new-hire rate of 5.7 percent.

TABLE E

COMMUNITY COLLEGES

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	4	0	1	184	189
	0.0	2.1	0.0	0.5	97.4	
1977	0	4	1	2	229	236
	0.0	1.7	0.4	0.8	97.0	
1979	0	2	0	4	262	268
	0.0	0.7	0.0	1.5	97.8	
1981	0	2	0	8	291	301
	0.0	0.7	0.0	2.7	96.7	
1983	0	3	0	9	323	335
	0.0	0.9	0.0	2.7	96.4	
1985	0	3	0	14	347	364
	0.0	0.8	0.0	3.9	95.3	
1987	0	3	0	17	385	405
	0.0	0.7	0.0	4.2	95.1	
Non-Tenured on Track Faculty						
1975	0	3	0	9	246	258
	0.0	1.2	0.0	3.5	95.3	
1977	0	3	0	17	290	310
	0.0	1.0	0.0	5.5	93.5	
1979	0	3	0	20	275	298
	0.0	1.0	0.0	6.7	92.3	
1981	0	4	0	24	273	301
	0.0	1.3	0.0	8.0	90.7	
1983	1	4	0	23	274	302
	0.3	1.3	0.0	7.6	90.7	
1985	1	7	0	16	294	318
	0.3	2.2	0.0	5.0	92.5	
1987	0	10	2	15	287	314
	0.0	3.2	0.6	4.8	91.4	
Other						
1987	0	0	0	4	20	24
	0.0	0.0	0.0	16.7	83.3	
New Hires (7/1/87 to 9/30/87)	0	3	1	6	95	105
	0.0	2.9	1.0	5.7	90.5	

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UNIVERSITY OF LOUISVILLE

The University of Louisville employed 21 black professors in its tenure system in 1987, two more than in 1985. Black professors at U of L accounted for 2.4 percent of the total tenure system faculty, an increase of 0.2 percent from 1985. U of L had 17 black teachers in 1975, and 19 in 1977 and 1985. The smallest number of black professors recorded at the university, 15, occured in 1979. Twenty-one blacks were employed in the U of L tenure system in 1981 and 1983.

The number of black faculty members with tenure increased by one between 1985 and 1987, from 11 to 12. The percentage of blacks in tenured positions also increased slightly, from 1.8 to 1.9 percent over the two-year period. In 1975, U of L employed two black professors with tenure, 0.6 percent of all tenured faculty members. The highest percentage of tenured blacks at U of L, 2.0 percent, occured in 1981. The percentage decreased to 1.9 in 1983 and fell to 1.8 in 1985 before increasing again to 1.9 percent in 1987.

Over 250 faculty members at U of L have gained tenured status since 1975. However, the number of blacks achieving tenure grew by only nine between 1975 and 1987. Forty-four Asian or Pacific Islanders held tenure at the university in 1987, accounting for 7.0 percent of all tenured faculty--an increase of nine from 35 in 1985, when Asian or Pacific Islanders made up 5.8 percent of the tenured faculty. The number of Asian or Pacific Islanders achieving tenure at U of L has increased substantially from six in 1975.

One additional black taught in a non-tenured on track position in 1987 than in 1985. Nine blacks were employed in those jobs making up 3.7 percent of the tenure-track faculty--up from eight blacks on track for tenure in 1985 for 3.2 percent.

U of L had the third best percentage of blacks in non-tenured on track positions among the traditionally white schools. Only two blacks were on track for tenure at the university in 1975. In 1977, 11 blacks were on track for tenure. The number declined to seven in 1979, returned to 11 in 1981, dropped to 10 in 1983 and eight in 1985 before rising to nine in 1987.

Seven blacks held teaching positions outside the U of L tenure system in 1987, accounting for 5.6 percent of those jobs. That was an increase from three and 2.4 percent in 1985.

The University of Louisville hired five new black faculty members in 1987 for a black new hire rate of 6.4 percent.

TABLE F

UNIVERSITY OF LOUISVILLE

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	6	5	2	314	327
	0.0	1.8	1.5	0.6	96.0	
1977	0	23	6	8	447	484
	0.0	4.8	1.2	1.7	92.4	
1979	0	24	8	8	445	485
	0.0	4.9	1.6	1.6	91.8	
1981	0	33	7	10	454	504
	0.0	6.6	1.4	2.0	90.1	
1983	0	35	6	11	518	570
	0.0	6.1	1.1	1.9	90.9	
1985	0	35	7	11	551	604
	0.0	5.8	1.2	1.8	91.2	
1987	1	44	8	12	566	631
	0.2	7.0	1.3	1.9	89.7	
Non-Tenured on Track Faculty						
1975	0	23	5	17	348	393
	0.0	5.9	1.3	4.3	88.5	
1977	0	26	4	11	267	308
	0.0	8.4	1.3	3.6	86.7	
1979	0	29	4	7	296	336
	0.0	8.6	1.2	2.1	88.1	
1981	0	21	4	11	276	312
	0.0	6.7	1.3	3.5	88.5	
1983	0	18	2	10	222	252
	0.0	7.1	0.8	4.0	88.1	
1985	1	19	4	8	222	254
	0.4	7.5	1.6	3.2	87.4	
1987	0	16	6	9	210	241
	0.0	0.7	2.5	3.7	87.1	
Other						
1977	0	7	1	1	71	80
	0.0	8.8	1.2	1.2	88.8	
1979	0	6	1	3	79	89
	0.0	6.7	1.1	3.4	88.8	
1981	0	10	0	1	98	109
	0.0	9.2	0.0	0.9	89.9	
1983	0	12	1	4	107	124
	0.0	9.7	0.8	3.2	86.3	
1985	1	12	0	3	108	124
	0.8	9.7	0.0	2.4	87.1	
1987	1	10	2	7	105	125
	0.8	8.0	1.6	5.6	84.0	
New Hires (7/1/87 to 9/30/87)	0	9	1	5	63	78
	0.0	11.5	1.3	6.4	80.1	

EASTERN KENTUCKY UNIVERSITY

Six black professors taught in the tenure system at Eastern Kentucky University in 1987, making up 1.0 percent of the tenure system faculty--the same number and percentage as in 1985 and 1983. Black faculty employment at Eastern has changed very little over the last 12 years. Seven blacks were employed in the tenure system in 1975, six in 1977, three in 1979 and five in 1981.

Four blacks held tenured teaching positions at Eastern in 1987, accounting for 0.9 percent of the tenured faculty--the second worst percentage among the traditionally white institutions. The number of blacks with tenure at EKU has remained the same since 1975--with the exception of 1977, when three blacks were employed in tenured posts. The percentage of tenured black faculty has varied from a high of 1.3 percent in 1975 to a low of 0.8 percent in 1979, to 0.9 percent in 1981, 1983, 1985 and 1987.

Nine Asian or Pacific Islanders held 2.1 percent of EKU's tenured positions in 1987--the same number and percentage as in 1985. Four tenured posts were filled by Asian or Pacific Islanders in 1975, five in 1977 and 1979, six in 1981 and eight in 1983. While the number of black professors at Eastern has generally remained stagnant over the last 12 years, the number of Asian or Pacific Islanders in tenured positions has increased slowly but steadily.

Two blacks held non-tenured on track positions at EKU in 1987, making up 1.5 percent of all teachers in that category. Two blacks were also employed in those jobs in 1985 but they made up 1.2 percent of the total because there were 29 more tenure-track positions at Eastern at the time.

One black was employed in a teaching position outside the tenure system in 1987, making up 1.7 percent of the total 59 jobs. No blacks were working at EKU in those positions in 1985.

Eastern reported one newly hired black faculty member in 1987, accounting for 3.2 percent of the total 31 new-hires.

TABLE C

EASTERN KENTUCKY UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	1	4	1	4	305	315
	0.3	1.3	0.3	1.3	96.8	
1977	1	5	1	4	333	344
	0.3	1.5	0.3	1.2	96.8	
1979	1	5	1	3	387	397
	0.3	1.3	0.3	0.8	97.5	
1981	0	6	1	4	415	426
	0.0	1.4	0.2	0.9	97.4	
1983	0	8	1	4	424	437
	0.0	1.8	0.2	0.9	97.0	
1985	0	9	1	4	425	439
	0.0	2.1	0.2	0.9	96.8	
1987	0	9	1	4	422	436
	0.0	2.1	0.2	0.9	96.8	
Non-Tenured on Track Faculty						
1975	0	0	0	3	201	204
	0.0	0.0	0.0	1.5	98.5	
1977	0	5	0	2	169	176
	0.0	2.8	0.0	1.1	96.0	
1979	0	5	1	0	174	180
	0.0	2.8	0.6	0.0	96.7	
1981	0	5	1	1	163	170
	0.0	2.9	0.6	0.6	95.9	
1983	0	4	0	2	145	151
	0.0	2.6	0.0	1.3	96.0	
1985	0	4	0	2	156	162
	0.0	2.5	0.0	1.2	96.3	
1987	0	4	0	2	127	133
	0.0	3.0	0.0	1.5	95.5	
Other						
1975	0	0	0	0	9	9
	0.0	0.0	0.0	0.0	100.0	
1977	0	0	0	4	60	64
	0.0	0.0	0.0	6.3	93.8	
1979	0	0	0	3	89	92
	0.0	0.0	0.0	3.3	96.7	
1981	0	3	0	1	72	76
	0.0	3.9	0.0	1.3	94.7	
1983	0	2	1	2	82	87
	0.0	2.3	1.1	2.3	94.3	
1985	0	0	1	0	53	54
	0.0	0.0	1.9	0.0	98.2	
1987	0	0	0	1	58	59
	0.0	0.0	0.0	1.7	98.3	
New Hires (7/1/87 to 9/30/87)	0	0	0	1	30	31
	0.0	0.0	0.0	3.2	96.8	

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MOREHEAD STATE UNIVERSITY

Morehead State University had four blacks teaching in its tenure system in 1987, doubling the number reported every biennium since 1979. The last time that Morehead had over two black professors in its tenure system was in 1975 and 1977--when four blacks made up 1.2 and 1.1 percent of the tenure system faculty respectively. The four black professors at Morehead State in 1987 accounted for 1.6 percent of the faculty, a signficant improvement over recent years but still tied with Northern Kentucky University for the third worst percentage among the traditionally white universities.

Two of Morehead State's black professors held tenure and made up 1.0 percent of the tenured faculty in 1987, tying Morehead with UK for the third worst percentage of black tenured faculty among traditionally white schools. The number of blacks with tenure at Morehead has remained steady since 1975. Three Asian or Pacific Islanders held 1.5 percent of the tenured positions at the university in 1987, an increase of one and 0.5 percent from 1985 and 1983.

Two blacks were employed in non-tenured on track positions in 1987--the first time blacks were reported in those jobs at Morehead since 1977, when two blacks worked in tenure-track posts. The university employed three blacks in tenure-track positions in 1975. Two Asian or Pacific Islanders were employed by Morehead in non-tenured on track positions in 1987.

No blacks held teaching positions outside the tenure system, a decrease from two in 1985.

Morehead State added one new black professor--4.8 percent of the 21 new-hires in 1987. One Asian or Pacific Islander was also among the newly hired faculty members.

TABLE H

MOREHEAD STATE UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	2	2	2	166	172
	0.0	1.2	1.2	1.2	96.5	
1977	0	2	2	2	176	182
	0.0	1.1	1.1	1.1	96.7	
1979	0	1	0	2	193	196
	0.0	0.5	0.0	1.0	98.5	
1981	0	2	0	2	185	189
	0.0	1.1	0.0	1.1	97.9	
1983	0	1	0	2	180	183
	0.0	0.5	0.0	1.1	98.4	
1985	0	1	0	2	196	199
	0.0	0.5	0.0	1.0	98.5	
1987	0	3	0	2	191	196
	0.0	1.5	0.0	1.0	97.5	
Non-Tenured on Track Faculty						
1975	0	3	1	3	160	167
	0.0	1.8	0.6	1.8	95.8	
1977	0	1	0	2	151	154
	0.0	0.6	0.0	1.3	98.1	
1979	0	5	0	0	135	140
	0.0	3.6	0.0	0.0	96.4	
1981	0	4	0	0	94	98
	0.0	4.1	0.0	0.0	95.9	
1983	0	6	0	0	64	70
	0.0	8.6	0.0	0.0	91.4	
1985	0	2	1	0	57	60
	0.0	3.3	1.7	0.0	95.0	
1987	0	2	1	2	55	60
	0.0	3.3	1.7	3.3	91.7	
Other						
1975	0	0	0	0	1	1
	0.0	0.0	0.0	0.0	100.0	
1981	0	0	0	0	5	5
	0.0	0.0	0.0	0.0	100.0	
1983	0	0	0	1	43	44
	0.0	0.0	0.0	2.3	97.7	
1985	0	0	0	0	37	37
	0.0	0.0	0.0	0.0	100.0	
1987	0	0	0	0	34	34
	0.0	0.0	0.0	0.0	100.0	
New Hires (7/1/87 to 9/30/87)	0	1	0	1	19	21
	0.0	4.8	0.0	4.8	90.5	

MURRAY STATE UNIVERSITY

Eight blacks taught in the tenure system at Murray State University in 1987, making up 2.4 percent of the tenure system faculty. That was a vast improvement from 19[illegible], when three blacks accounted for just 0.9 percent of the tenure system faculty. Murray improved from the second worst percentage of black professors in the tenure system in 1985 to a tie for second best with the University of Louisville among traditionally white schools. However, Murray State remains five black professors short of the 13 it employed in 1977 and six below the 14 on the Murray campus in 1979. The number of blacks at Murray fell to six in 1981, increased to seven in 1983, dropped to three in 1985, then rose to eight in 1987.

Three of the black professors at Murray held tenure in 1987, accounting for 1.3 percent of the tenured faculty--the same number and percentage as in 1985. Three blacks have held tenure at Murray since 1983. Murray reported no tenured blacks until 1981, when one was recorded.

Five blacks held non-tenured on track positions at Murray State in 1987--a major improvement over 1985, when no blacks were employed in tenure-track jobs. Murray had as many as 13 blacks in non-tenured on track positions in 1977 and 14 in 1979, but the number fell to five in 1981, four in 1983 and zero in 1985.

One black taught in a position outside the tenure system in 1987--a decrease from 1985 when two blacks were employed.

Murray hired three new black professors during the 1987 reporting period--10.7 percent of the total 28 new-hires.

TABLE I

MURRAY STATE UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	1	0	0	181	182
	0.0	0.5	0.0	0.0	99.5	
1977	0	0	0	0	166	166
	0.0	0.0	0.0	0.0	100.0	
1979	0	1	0	0	178	179
	0.0	0.6	0.0	0.0	99.4	
1981	0	2	0	1	203	206
	0.0	1.0	0.0	0.5	98.5	
1983	0	1	0	3	213	217
	0.0	0.5	0.0	1.4	98.2	
1985	0	1	0	3	220	224
	0.0	0.5	0.0	1.3	98.2	
1987	0	1	0	3	219	223
	0.0	0.4	0.0	1.3	98.2	
Non-Tenured on Track Faculty						
1975	0	0	1	1	155	157
	0.0	0.0	0.6	0.6	98.7	
1977	0	4	0	13	222	239
	0.0	1.7	0.0	5.4	93.0	
1979	0	2	0	14	210	226
	0.0	0.9	0.0	6.2	92.9	
1981	0	1	0	5	168	174
	0.0	0.6	0.0	2.9	96.6	
1983	0	1	0	4	164	169
	0.0	0.6	0.0	2.4	97.0	
1985	0	0	0	0	108	108
	0.0	0.0	0.0	0.0	100.0	
1987	0	0	1	5	100	106
	0.0	0.0	0.9	4.7	94.3	
Other						
1975	0	0	0	0	9	9
	0.0	0.0	0.0	0.0	100.0	
1983	0	0	0	1	4	5
	0.0	0.0	0.0	20.0	80.0	
1985	0	0	0	2	49	51
	0.0	0.0	0.0	3.9	96.1	
1987	0	0	0	1	41	42
	0.0	0.0	0.0	2.4	97.6	
New Hires (7/1/87 to 9/30/87)	0	0	0	3	25	28
	0.0	0.0	0.0	10.7	89.3	

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NORTHERN KENTUCKY UNIVERSITY

Northern Kentucky University employed four black faculty members in 1987, accounting for 1.6 percent of the tenure system faculty--an improvement from three blacks and 1.2 percent in 1985. In 1975, one black taught in the tenure system at Northern, making up only 0.7 percent of the faculty. The number of black professors held steady at one in 1977, increased to three in 1979, rose to four in 1981, fell back to one in 1983, increased to three in 1985 and climbed to four in 1987.

Three blacks held tenure in 1987--an increase from two in 1985. They accounted for 1.6 percent of the tenured faculty--an improvement from 1.1 percent in 1985. Five Asian or Pacific Islanders held tenure at Northern in 1987, the same number as in 1985. Three tenured blacks was the best number ever reported by NKU. No blacks were tenured in 1975, 1977 or 1983. Only one black held tenure in 1979 and 1981.

One black taught in a non-tenured on track position in 1987, accounting for 1.8 percent of the tenure-track faculty. Only one black was employed in 1985--but that teacher made up 1.4 percent of the tenure-track faculty because NKU had 73 positions in 1985 compared to 57 in 1987. Two Asian or Pacific Islanders worked in tenure-track jobs in 1987, making up 3.5 percent of the faculty in that category.

Northern employed two blacks in non-tenure system positions in 1987--3.8 percent of all teachers in those jobs. NKU had one black, one Hispanic and one Asian or Pacific Islander new-hire during the 1987 reporting period, while 24 whites were hired.

TABLE J

NORTHERN KENTUCKY UNIVERSITY

Number and Percentage of Full Time Tenured and
Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	0	0	0	54	54
	0.0	0.0	0.0	0.0	100.0	
1977	0	4	0	0	89	93
	0.0	4.3	0.0	0.0	95.7	
1979	0	4	0	1	93	98
	0.0	4.1	0.0	1.0	94.9	
1981	0	5	1	1	118	125
	0.0	4.0	0.8	0.8	94.4	
1983	0	6	0	0	124	130
	0.0	4.6	0.0	0.0	95.4	
1985	0	5	2	2	174	183
	0.0	2.7	1.1	1.1	95.1	
1987	0	5	1	3	184	193
	0.0	2.6	0.5	1.6	95.3	
Non-Tenured on Track Faculty						
1975	0	0	0	1	95	96
	0.0	0.0	0.0	1.0	99.0	
1977	0	1	0	1	96	98
	0.0	1.0	0.0	1.0	98.0	
1979	0	1	0	2	103	106
	0.0	0.9	0.0	1.9	97.2	
1981	0	3	1	3	97	104
	0.0	2.9	1.0	2.9	93.3	
1983	0	1	1	1	95	98
	0.0	1.0	1.0	1.0	96.9	
1985	0	1	0	1	71	73
	0.0	1.4	0.0	1.4	97.3	
1987	0	2	0	1	54	57
	0.0	3.5	0.0	1.8	94.7	
Other						
1975	0	0	0	0	10	10
	0.0	0.0	0.0	0.0	100.0	
1977	0	0	0	0	13	13
	0.0	0.0	0.0	0.0	100.0	
1979	0	1	1	1	50	53
	0.0	1.9	1.9	1.9	94.3	
1981	0	0	0	0	30	30
	0.0	0.0	0.0	0.0	100.0	
1983	0	0	0	0	39	39
	0.0	0.0	0.0	0.0	100.0	
1985	0	0	0	1	29	30
	0.0	0.0	0.0	3.3	96.7	
1987	0	0	1	2	50	53
	0.0	0.0	1.9	3.8	94.3	
New Hires (7/1/87 to 9/30/87)	0	1	1	1	24	27
	0.0	3.7	3.7	3.7	88.9	

WESTERN KENTUCKY UNIVERSITY

Four blacks were employed as faculty members at Western Kentucky University in 1987, accounting for 1.0 percent of the tenure system faculty. In 1985, five blacks made up 1.0 percent of the faculty at Western. The four blacks were the lowest number to teach at WKU since 1977. Five blacks were employed in the tenure system in 1975, 1977, 1979, 1981 and 1985. The largest number of blacks ever to teach at Western was eight, recorded in 1983.

Two blacks held tenure at WKU in 1987, making up 0.5 percent of all tenured faculty members. Two tenured blacks also taught at Western in 1975, 1981 and 1983. One black was tenured in 1981 and no blacks held tenure in 1977 or 1979. Western also had two Asian or Pacific Islanders, two Hispanics and one American Indian or Native Alaskan on tenure in 1987.

Two blacks taught at Western in non-tenured on track positions in 1987, accounting for 2.2 percent of all faculty in that category. That was a decline from three in 1985, six in 1983, four in 1975 and 1981, and five in 1979 and 1977.

Six blacks were employed in positions outside the tenure system in 1987 for 11.3 percent, an improvement from two and 6.1 percent in 1985. Three Asian or Pacific Islanders and one American Indian or Native Alaskan taught outside the tenure system at Western in 1987.

Western had one black new-hire during the 1987 reporting period but two new Hispanic, two Asian or Pacific Islanders, one Native Alaskan or American Indian and 21 white professors were hired.

TABLE K

WESTERN KENTUCKY UNIVERSITY

Number and Percentage of Full Time Tenured and
Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	1	1	2	290	294
	0.0	0.3	0.3	0.7	98.6	
1977	0	3	2	0	275	280
	0.0	1.1	0.7	0.0	98.2	
1979	0	3	2	0	312	317
	0.0	0.9	0.6	0.0	98.4	
1981	1	2	2	1	373	379
	0.3	0.5	0.5	0.3	98.4	
1983	1	2	2	2	384	391
	0.3	0.5	0.5	0.5	98.2	
1985	1	2	2	2	390	397
	0.3	0.5	0.5	0.5	98.2	
1987	1	2	2	2	376	383
	0.3	0.5	0.5	0.5	98.2	
Non-Tenured on Track Faculty						
1975	0	1	1	4	238	244
	0.0	0.4	0.4	1.6	97.5	
1977	0	2	3	5	267	277
	0.0	0.7	1.1	1.8	96.4	
1979	0	3	1	5	166	175
	0.0	1.7	0.6	2.9	94.9	
1981	0	1	0	4	142	147
	0.0	0.7	0.0	2.7	96.6	
1983	0	3	0	6	115	124
	0.0	2.4	0.0	4.8	92.7	
1985	0	4	0	3	90	97
	0.0	4.1	0.0	3.1	92.8	
1987	0	4	2	2	84	92
	0.0	4.3	2.2	2.2	91.3	
Other						
1977	0	1	0	1	20	22
	0.0	4.5	0.0	4.5	90.9	
1979	0	1	1	5	106	113
	0.0	0.9	0.9	4.4	93.8	
1981	0	1	0	3	43	47
	0.0	2.1	0.0	6.4	91.5	
1983	0	2	0	2	31	35
	0.0	5.7	0.0	5.7	88.6	
1985	0	2	0	2	29	33
	0.0	6.1	0.0	6.1	87.9	
1987	1	3	0	6	43	53
	1.9	5.7	0.0	11.3	81.1	
New Hires (7/1/87 to 9/30/87)	1	2	2	1	27	33
	3.0	6.1	6.1	3.0	81.3	

KENTUCKY STATE UNIVERSITY

Kentucky State University employed the lowest number and percentage of black faculty members on record at the traditionally black institution in 1987. Thirty blacks accounted for 30.9 percent of KSU's tenure system faculty in 1987--a decline from 33 and 34.4 percent in 1985. In 1975, blacks made up 50.0 percent of the faculty at Kentucky State. They accounted for 46.6 percent in 1977, 51.9 percent in 1979, 39.8 percent in 1981 and 38.5 percent in 1983. KSU has consistently reduced its black faculty percentage over the last 12 years.

The percentage of black tenured faculty at Kentucky State dropped to 30.8 in 1987 from 45.3 percent in 1985. The number of blacks on tenure also decreased from 24 in 1985 to 16 in 1987. In 1975, 36 blacks made up 73.5 percent of the tenured faculty at KSU.

Fourteen blacks taught in non-tenured on track positions in 1987--an increase from nine in 1985. Blacks accounted for 31.1 percent of those jobs in 1987, compared to 20.9 percent in 1985. In 1975, 37 blacks held 38.1 percent of the non-tenured on track jobs at Kentucky State.

Two blacks were employed outside the tenure system at KSU in 1987, making up 10.5 percent of the 19 teachers in that category.

Three blacks were among 14 new-hires at Kentucky State during the 1987 reporting period.

TABLE L

KENTUCKY STATE UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1987

Tenured Faculty	Amer. Indian/ Native Alask.	Asian Pacific Is.	Hispanic	Black	White	Total
1975	0	2	1	36	10	49
	0.0	4.1	2.0	73.5	20.4	
1977	0	3	1	34	13	51
	0.0	5.9	2.0	66.7	25.5	
1979	0	3	1	24	14	42
	0.0	7.1	2.4	57.1	33.3	
1981	0	5	2	26	18	51
	0.0	9.8	3.9	51.0	35.3	
1983	0	3	2	28	18	51
	0.0	5.9	3.9	54.9	35.3	
1985	0	3	0	24	26	53
	0.0	5.7	0.0	45.3	49.1	
1987	0	5	2	16	29	52
	0.0	9.6	3.8	30.8	55.8	
Non-Tenured on Track Faculty						
1975	0	2	0	37	58	97
	0.0	2.1	0.0	38.1	59.8	
1977	0	8	0	34	53	95
	0.0	8.4	0.0	35.8	55.8	
1981	0	4	1	15	32	52
	0.0	7.7	1.9	28.8	61.5	
1983	0	1	0	7	32	40
	0.0	2.5	0.0	17.5	80.0	
1985	0	1	1	9	32	43
	0.0	2.3	2.3	20.9	74.4	
1987	0	3	1	14	27	45
	0.0	6.7	2.2	31.1	60.0	
Other						
1979*	0	5	1	44	39	89
	0.0	5.6	1.1	49.4	43.8	
1981	0	0	0	5	3	8
	0.0	0.0	0.0	62.5	37.5	
1983	0	0	0	1	9	10
	0.0	0.0	0.0	10.0	90.0	
1985	0	2	2	4	12	20
	0.0	10.0	10.0	20.0	60.0	
1987	0	3	0	2	14	19
	0.0	15.8	0.0	10.5	73.7	
New Hires (7/1/87 to 9/30/87)	0	1	2	3	8	14
	0.0	7.1	14.3	21.4	57.1	

*The faculty tenure program was suspended at KSU as of July 13, 1978, but was reinstated prior to the filing of the 1981 EEO6 reports. No "Non-Tenured on Track Faculty" was reported in 1979 - all faculty members were listed as "Tenured Faculty" or "Other" for that year.

CONCLUSIONS

Kentucky's state-supported universities and community colleges made modest gains in the employment of black faculty members between 1985 and 1987. Eight additional blacks were employed over the two-year period. Since 1975, the traditionally white schools have reported a net gain of 39 black professors.

While any progress is welcome, especially in light of the declines of recent years, there have been no significant gains in the percentage of black faculty at most institutions over the last 12 years despite a court order to desegregate and repeated promises by the institutions to do so. U.S. District Court Judge John Pratt found that Kentucky was out-of-compliance with federal civil rights laws in 1981 and ordered the state to develop a plan to correct vestiges of illegal segregation at state-supported universities and community colleges.

The U.S Department of Education's Office of Civil Rights (OCR) approved a higher education desegregation plan in 1983, but the Legal Defense and Educational Fund of the NAACP called the plan "wholly inadequate" to comply with the federal court order because it did not contain a statewide affirmative action mechanism for higher education. Recent history tends to confirm that the Legal Defense and Educational Fund was right.

The traditionally white universities in Kentucky still have a long way to go to meet the black faculty employment level of 3.8 percent cited in the state higher education desegregation plan. The institutions have argued that Kentucky is unable to compete with many other states to recruit qualified black professors. However, Kentucky State, the traditionally black university, has made great progress in desegregating its faculty by hiring more white educators. There have also been some individual successes among traditionally white schools, such as the gains in black faculty at the community colleges in the last 12 years and the addition of five black professors at Murray State between 1985 and 1987.

Each university currently operates under its own desegregation plan, but goals for black employment are often vague. Even when goals have been clearly established, the institutions have consistently fallen short of meeting them. A plan that has been used elsewhere involves setting up a centralized vacancy announcement system where all the universities must list their faculty openings in a weekly publication before filling any vacancy. The listing is circulated throughout the university system and among the traditionally black colleges and universities

nationally in an effort to attract black applicants. Kentucky does not have a coordinated recruiting effort, but rather, each university recruits separately.

University officials should also give serious consideration to implementing proposals contained in a statement by members of the Kentucky Commission on Human Rights. The statement called on the institutions to reaffirm their commitments to desegregation by adopting specific percentage goals for recruiting black faculty and students. The commissioners also urged the universities to seek more black representation on their governing boards.

The need for improvement in Kentucky's higher education system is as great now as it has been at any time in the state's history. Recent events have led to the widespread perception that racism not only exists, but is officially tolerated on Kentucky campuses.

Gains in past years have often been followed by losses. One can only hope that the gains reported by the state higher education system in 1987 are an indicator of future progress. From university presidents to faculty search committees, new emphasis should be placed on recruiting and hiring more qualified black professors in the interest of fairness, equality and the cultural enrichment of higher education in Kentucky.

Appendix A
Full Time Faculty by Rank and Tenure for State Supported Universities, 1987

University of Kentucky

	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C thru G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I thru M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
	A	B	C WHITE	D BLACK	E	F	G	H	I WHITE	J BLACK	K	L	M
A. TENURED													
1. Professors	593	545	518	2	2	23	0	48	43	2	0	3	0
2. Asso. Professors	504	381	358	6	0	17	0	123	122	1	0	0	0
3. Asst. Professors	14	9	9	0	0	0	0	5	5	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	1111	935	885	8	2	40	0	176	170	3	0	3	0
B. NON-TENURED ON TRACK													
8. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Asso. Professors	13	10	9	0	0	1	0	3	3	0	0	0	0
10. Asst. Professors	336	244	217	7	2	18	0	92	87	2	0	3	0
11. Instructors	25	12	11	0	0	1	0	13	11	2	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	374	266	237	7	2	20	0	108	101	4	0	3	0
C. OTHER													
15. Professors	3	3	3	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	5	5	4	0	0	1	0	0	0	0	0	0	0
17. Asst. Professors	27	17	13	0	0	4	0	10	9	0	0	1	0
18. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	35	25	20	0	0	5	0	10	9	0	0	1	0
GRAND TOTAL	1520	1226	1142	15	4	65	0	294	280	7	0	7	0

Community College System

	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C thru G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I thru M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
	A	B	C WHITE	D BLACK	E	F	G	H	I WHITE	J BLACK	K	L	M
A. TENURED													
1. Professors	124	73	70	1	0	2	0	51	49	2	0	0	0
2. Asso. Professors	281	128	122	5	0	1	0	153	144	9	0	0	0
3. Asst. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	405	201	192	6	0	3	0	204	193	11	0	0	0
B. NON-TENURED ON TRACK													
8. Professors	3	0	0	0	0	0	0	3	2	1	0	0	0
9. Asso. Professors	2	0	0	0	0	0	0	2	2	0	0	0	0
10. Asst. Professors	165	76	65	5	0	6	0	89	84	4	0	1	0
11. Instructors	144	66	60	2	1	3	0	78	74	3	1	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	314	142	125	7	1	9	0	172	162	8	1	1	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	5	1	1	0	0	0	0	4	4	0	0	0	0
18. Instructors	19	7	5	2	0	0	0	12	10	2	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	24	8	6	2	0	0	0	16	14	2	0	0	0
GRAND TOTAL	743	351	323	15	1	12	0	392	369	21	1	1	0

Appendix A (Continued)
Full Time Faculty by Rank and Tenure for State Supported Universities, 1987

University of Louisville

	TOTAL (Sum of cols B, G, M)	MALE						FEMALE					
		TOTAL (Sum of cols C, D, E, F)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I, J, K, L)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
	A	B	C WHITE	D BLACK	E	F	G	H	I WHITE	J BLACK	K	L	M
A. TENURED													
1. Professors	352	321	286	4	4	26	1	31	28	2	0	1	0
2. Asso. Professors	266	211	190	3	4	14	0	55	50	3	0	2	0
3. Asst. Professors	11	3	2	0	0	1	0	8	8	0	0	0	0
4. Instructors	2	0	0	0	0	0	0	2	2	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	631	535	478	7	8	41	1	96	88	5	0	3	0
B. NON-TENURED ON TRACK													
8. Professors	2	2	2	0	0	0	0	0	0	0	0	0	0
9. Asso. Professors	53	41	35	1	0	5	0	12	12	0	0	0	0
10. Asst. Professors	170	113	96	6	3	8	0	57	49	2	3	3	0
11. Instructors	15	8	8	0	0	0	0	7	7	0	0	0	0
12. Lecturers	1	1	1	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	241	165	142	7	3	13	0	76	68	2	3	3	0
C. OTHER													
15. Professors	8	8	6	0	0	2	0	0	0	0	0	0	0
16. Asso. Professors	4	4	4	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	63	42	34	4	1	3	0	21	17	1	0	3	0
18. Instructors	40	25	21	1	1	1	1	15	13	1	0	1	0
19. Lecturers	9	4	4	0	0	0	0	5	5	0	0	0	0
20. Other Faculty	1	0	0	0	0	0	0	1	1	0	0	0	0
21. TOTAL	125	83	69	5	2	6	1	42	36	2	0	4	0
GRAND TOTAL	997	783	689	19	13	60	2	214	192	9	3	10	0

Eastern Kentucky University

	TOTAL (Sum of cols B, G, M)	MALE						FEMALE					
		TOTAL (Sum of cols C, D, E, F)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I, J, K, L)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
	A	B	C WHITE	D BLACK	E	F	G	H	I WHITE	J BLACK	K	L	M
A. TENURED													
1. Professors	225	178	172	0	1	5	0	47	44	0	0	3	0
2. Asso. Professors	109	76	75	0	0	1	0	33	33	0	0	0	0
3. Asst. Professors	102	37	37	0	0	0	0	65	61	4	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	436	291	284	0	1	6	0	145	138	4	0	3	0
B. NON-TENURED ON TRACK													
8. Professors	5	5	5	0	0	0	0	0	0	0	0	0	0
9. Asso. Professors	37	26	24	0	0	2	0	11	11	0	0	0	0
10. Asst. Professors	74	32	29	1	0	2	0	42	41	1	0	0	0
11. Instructors	17	5	5	0	0	0	0	12	12	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	133	68	63	1	0	4	0	65	64	1	0	0	0
C. OTHER													
15. Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	2	2	2	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	10	5	5	0	0	0	0	5	5	0	0	0	0
18. Instructors	35	11	11	0	0	0	0	24	24	0	0	0	0
19. Lecturers	1	0	0	0	0	0	0	1	1	0	0	0	0
20. Other Faculty	10	8	7	1	0	0	0	2	2	0	0	0	0
21. TOTAL	59	27	26	1	0	0	0	32	32	0	0	0	0
GRAND TOTAL	628	386	373	2	1	10	0	242	234	5	0	3	0

Appendix A (Continued)
Full Time Faculty by Rank and Tenure for State Supported Universities, 1987

Morehead State University

	TOTAL (Sum of cols B & N)	MALE						FEMALE					
		TOTAL (Sum of cols C thru G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I thru M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
A. TENURED													
1. Professors	89	82	79	1	0	2	0	7	7	0	0	0	0
2. Asso. Professors	57	43	43	0	0	0	0	14	13	0	0	1	0
3. Asst. Professors	46	22	21	1	0	0	0	24	24	0	0	0	0
4. Instructors	4	0	0	0	0	0	0	4	4	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	196	147	143	2	0	2	0	49	48	0	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	5	4	4	0	0	0	0	1	1	0	0	0	0
9. Asso. Professors	9	7	6	0	1	0	0	2	2	0	0	0	0
10. Asst. Professors	46	28	25	1	0	2	0	18	17	1	0	0	0
11. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	60	39	35	1	1	2	0	21	20	1	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	7	6	6	0	0	0	0	1	1	0	0	0	0
18. Instructors	26	11	11	0	0	0	0	15	15	0	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	34	18	18	0	0	0	0	16	16	0	0	0	0
GRAND TOTAL	290	204	196	3	1	4	0	86	84	1	0	1	0

Murray State University

	TOTAL (Sum of cols B & N)	MALE						FEMALE					
		TOTAL (Sum of cols C thru G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I thru M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
A. TENURED													
1. Professors	98	91	89	1	0	1	0	7	7	0	0	0	0
2. Asso. Professors	96	76	75	1	0	0	0	20	20	0	0	0	0
3. Asst. Professors	27	17	16	1	0	0	0	10	10	0	0	0	0
4. Instructors	2	1	1	0	0	0	0	1	1	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	223	185	181	3	0	1	0	38	38	0	0	0	0
B. NON-TENURED ON TRACK													
8. Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
9. Asso. Professors	18	13	12	0	1	0	0	5	4	1	0	0	0
10. Asst. Professors	76	53	52	1	0	0	0	23	20	3	0	0	0
11. Instructors	11	7	7	0	0	0	0	4	4	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	106	74	72	1	1	0	0	32	28	4	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	6	5	5	0	0	0	0	1	1	0	0	0	0
18. Instructors	5	1	1	0	0	0	0	4	4	0	0	0	0
19. Lecturers	3	1	0	1	0	0	0	2	2	0	0	0	0
20. Other Faculty	28	12	12	0	0	0	0	16	16	0	0	0	0
21. TOTAL	42	19	18	1	0	0	0	23	23	0	0	0	0
GRAND TOTAL	371	278	271	5	1	1	0	93	89	4	0	0	0

Appendix A (Continued)
Full Time Faculty by Rank and Tenure for State Supported Universities, 1987

Northern Kentucky University

	TOTAL (Sum of cols B & M)	MALE						FEMALE					
		TOTAL (Sum of cols C thru G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I thru L)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
A. TENURED													
1. Professors	72	63	58	1	1	3	0	9	9	0	0	0	0
2. Asso. Professors	102	68	66	1	0	1	0	34	32	1	0	1	0
3. Asst. Professors	18	8	8	0	0	0	0	10	10	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	1	1	1	0	0	0	0	0	0	0	0	0	0
7. TOTAL	193	140	133	2	1	4	0	53	51	1	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	2	1	1	0	0	0	0	1	1	0	0	0	0
9. Asso. Professors	3	1	1	0	0	0	0	2	2	0	0	0	0
10. Asst. Professors	50	31	29	0	0	2	0	19	18	1	0	0	0
11. Instructors	1	1	1	0	0	0	0	0	0	0	0	0	0
12. Lecturers	1	0	0	0	0	0	0	1	1	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	57	34	32	0	0	2	0	23	22	1	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	7	5	5	0	0	0	0	2	2	0	0	0	0
18. Instructors	11	5	4	1	0	0	0	6	6	0	0	0	0
19. Lecturers	33	11	11	0	0	0	0	22	20	1	1	0	0
20. Other Faculty	2	2	2	0	0	0	0	0	0	0	0	0	0
21. TOTAL	53	23	22	1	0	0	0	30	28	1	1	0	0
GRAND TOTAL	303	197	187	3	1	6	0	106	101	3	1	1	0

Western Kentucky University

	TOTAL (Sum of cols B & M)	MALE						FEMALE					
		TOTAL (Sum of cols C thru G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I thru L)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
A. TENURED													
1. Professors	225	203	199	1	1	1	1	22	21	0	0	1	0
2. Asso. Professors	111	73	71	1	1	0	0	38	38	0	0	0	0
3. Asst. Professors	47	25	25	0	0	0	0	22	22	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	383	301	295	2	2	1	1	82	81	0	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	4	4	3	0	0	1	0	0	0	0	0	0	0
9. Asso. Professors	26	18	16	0	2	0	0	8	8	0	0	0	0
10. Asst. Professors	62	47	44	0	0	3	0	15	13	2	0	0	0
11. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	92	69	63	0	2	4	0	23	21	2	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	4	2	2	0	0	0	0	2	2	0	0	0	0
17. Asst. Professors	14	6	3	0	0	3	0	8	8	0	0	0	0
18. Instructors	33	13	8	4	0	0	1	20	18	2	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	2	2	2	0	0	0	0	0	0	0	0	0	0
21. TOTAL	53	23	15	4	0	3	1	30	28	2	0	0	0
GRAND TOTAL	528	393	373	6	4	8	2	135	130	4	0	1	0

Appendix A (Continued)
Full Time Faculty by Rank and Tenure for State Supported Universities, 1987

Kentucky State University

	TOTAL (Sum of cols B & N) A	MALE						FEMALE					
		TOTAL (Sum of cols C thru G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDER F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I thru M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDER L	AMER. INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	15	13	6	4	0	3	0	2	0	1	0	1	0
2. Asso. Professors	20	14	8	4	1	1	0	6	2	4	0	0	0
3. Asst. Professors	17	7	4	2	1	0	0	10	9	1	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	52	34	18	10	2	4	0	18	11	6	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Asso. Professors	8	5	4	1	0	0	0	3	2	1	0	0	0
10. Asst. Professors	32	21	13	5	0	3	0	11	4	6	1	0	0
11. Instructors	5	2	2	0	0	0	0	3	2	1	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	45	28	19	6	0	3	0	17	8	8	1	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Professors	6	6	2	2	0	2	0	0	0	0	0	0	0
18. Instructors	11	3	2	0	0	1	0	8	8	0	0	0	0
19. Lecturers	2	0	0	0	0	0	0	2	2	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	19	9	4	2	0	3	0	10	10	0	0	0	0
GRAND TOTAL	116	71	41	18	2	10	0	45	29	14	1	1	0

APPENDIX B

Definitions

The Equal Employment Opportunity Commission has established the following definitions for universities to use in reporting faculty members on the EEO-6 form. The line numbers refer to the portion of the form that has been included in Appendix A of this report.

Faculty Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a pricipal activity (or activities), and hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairmen, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.

Tenured Report by sex and race/ethnic designation the number of persons who have tenure status within the institution in each of the academic ranks shown in lines 1 through 6. Total employees on line 7. In reporting the number and persons with academic rank and tenure, use the institution's criteria or requirements for either notwithstanding the fact that the policy used by the institution may be different from that which meets or refers to a national set of principles.

Non-Tenured on Track Report by sex and race/ethnic designation the number of persons who are non-tenured but are in positions which lead to consideration for tenure in each of the academic ranks shown in lines 8 through 13. Total employees on line 14.

Other Report by sex and race/ethnic designation the number of persons who are in non-tenure earning positions in each of the academic ranks or their equivalents shown in lines 15 through 20. Total employees on line 21. Enter the totals for Section III on line 22.

COMMONWEALTH OF KENTUCKY
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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This staff research report was prepared by David A. Farmer, Research Assistant. Copy preparation by D. Jennifer Simpson of the Commission staff.

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